

PRICE

CONSULTING GROUP

RETHINKING RECRUITMENT

Time to change the rules

The report titled “It’s Time to Change the Rules” from the CEO Working Group on Public Sector Efficiency highlighted opportunities for the sector to adopt new ways of thinking and working. “One sector” thinking, stronger leadership, improved rulemaking and embracing digital solutions were highlighted as a way the sector can tackle perennial problems, including approaches to recruitment and selection, which have long been identified as slow, over-done and clunky”.

This report was music to the ears of Price Consultants, who have been working positively and proactively with clients to challenge outdated thought processes and introduce innovation in recruitment and selection for over a decade. We are committed to the public sector employment standards but are equally committed to facilitating selection processes that focus on quality outcomes rather than being enslaved to “red tape” thinking.

The fact that the Public Sector Commission engaged Price Consulting to write the publication “Rethinking Recruitment: Innovative Tips and Case Studies” provides proof of our enduring focus on changing embedded practices. However, we have found that these ideas have struggled to gain traction across the sector, other than with individual panels and, at best, strongly aligned HR practitioners.



As a few examples, over the past 10 years, we have:

- Used non-traditional attraction strategies to source strong fields of qualified applicants (without the use of a costly search process);
- Found efficient ways to shortlist, assess and report on large fields (100+);
- Used online video interviewing and other online assessments, such as aptitude and personality assessments, to add objectivity and efficiency to panel decision making;
- Reduced reliance on face-to-face interviews as the primary assessment mechanism by developing work sample tests and assessment centres, where relevant;
- Identified ways to gain traction of achieving agency diversity goals, such as women in management and employment of aboriginal and youth; and
- Challenged thinking around how much detail is required in selection reports.

Price Consulting Group is keen to partner with public sector organisations ready to rethink how they approach recruitment – from the ground-up. We bring a wealth of experience in applying innovation in selection within public sector “boundaries” and would value the opportunity to work with motivated Executive and HR teams to bring together our experience with the best practices and internal knowledge-base of agency staff. We will facilitate the process so that the resulting strategy, policies and processes are agency-specific and agency-owned.

ABOUT US

WA owned and operated, Price Consulting Group has been providing management and human resource consulting services to government, corporate and private organisations for over 20 years. We specialise in human resource management and the design, development and presentation of quality training courses for both management and staff.

We are committed to helping organisations achieve greater results and success through training and effective HR management. Developing a strong partnership with you is the key to providing cost-effective and innovative solutions that meet your needs.

We have a team of highly skilled and experienced consultants who bring their knowledge and passion for their work into your organisation. We carefully match consultants to work assignments so that you will have the benefit of dealing with an industry expert – no matter how large or small your team.

OUR SERVICES

- Improving productivity & performance
- Strategic & business planning
- Change management
- HR & workforce planning & policy
- Organisational review & development
- Restructures, job design & work evaluation
- Business & performance reviews
- Employer branding
- Attraction & retention strategies
- Recruitment & executive search
- Applicant journey from process to feedback
- Training, facilitation & workshops
- Employee relations

Get in touch to discuss your needs and for a comprehensive quote

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